The City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining.

TERM

- Term of agreement

PAY

- Wages

- Step and Merit Freeze Suspension

- Overtime Calculation

- Call Back Pay Reduction/Clarification

- Stand By Pay Reduction/Clarification

SALARY STEP STRUCTURE

- Discuss changing step structure and movement within steps

HEALTH INSURANCE

- Modifications to cost sharing formula

- Modifications to HMO Plan Design

- Elimination of dual coverage

- Modifications to Health-in-Lieu

EXECUTIVE LEAVE/PERSONAL LEAVE

- Proration when moving between bargaining units

SICK LEAVE

- Sick leave payout

DISABILITY LEAVE

- Changes to Disability Leave Supplement

CONTRACTING OUT

- Potential outsourcing

ADMINISTRATIVE COSTS OF RETIREMENT PLAN

- Costs to fund for staff salaries and indirect labor costs

RETIREMENT

- Type of retirement benefit

- Pension formula for new employees

- Minimum retirement age for new employees

- Final average salary for new employees

- Cost Sharing of normal cost for new employees

- Cost of Living Adjustment (COLA) for new employees

- Minimum service requirements (vesting) for new employees

- Pension prior service costs/unfunded liability

- Retirement Service Credit for new employees

- Survivorship Benefits for new employees

- Disability Retirements

- Supplemental Retiree Benefit Reserve (SRBR)

RETIREE HEALTHCARE BENEFITS

- Retiree medical benefits for new hires

- Retiree dental benefits for new hires

- Medicare Part A and B enrollment

- Elimination of dual coverage

HOLIDAY CLOSURE

- "CLO" payroll code modifications

RELEASE TIME

- Clarification of use of Union release time

ARBITRATION

• Costs of requesting list of arbitrators

SUBSTANCE ABUSE PROGRAM – EXHIBIT II

• Language changes and incorporation into the City Policy Manual

HOUSEKEEPING

• Updating dates

• Revise outdated language/items

• Revise typographical errors